

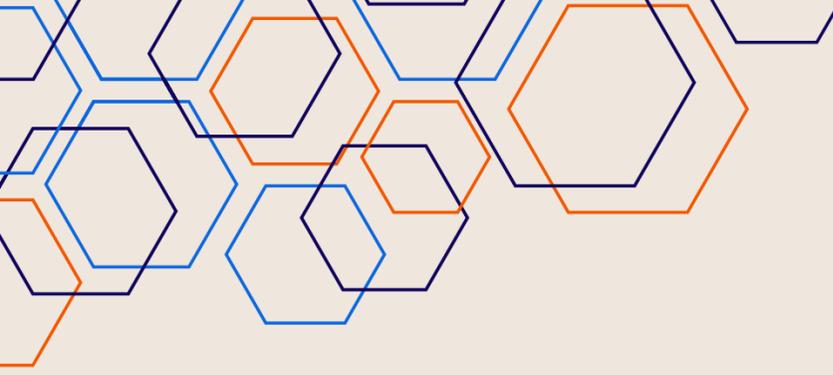
Slidell ISD - 4 Day

Town Hall

SECONDARY - FEB 12TH

ELEMENTARY - FEB. 18TH

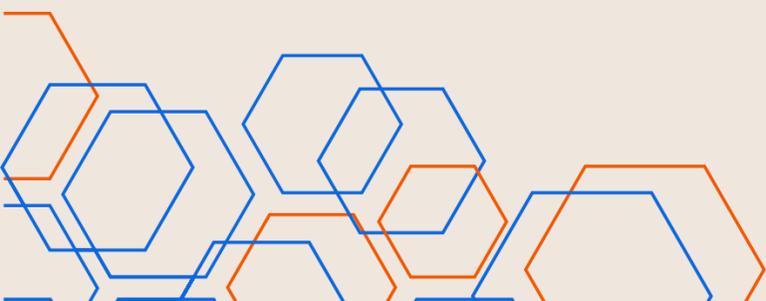




Welcome

We want to thank you all for coming out tonight.

We will have a short presentation and open the floor for questions.



Current State of the Teaching Profession

- Texas now employs over 380,000 public school teachers, yet teacher turnover is at historic highs. Between fall 2021 and fall 2022, 13.4 % of teachers left the profession, the highest rate on record.
- Surveys show that a large percentage of Texas teachers have seriously considered leaving the profession — indicating burnout and dissatisfaction are widespread. In 2024, about 78 % of teachers reported seriously considering leaving, often due to workload, pay, and lack of support.
 - 66 % reported seriously considering leaving in 2025
- Over the past decade, enrollment in teacher preparation programs in Texas has dropped nearly 30 %, meaning fewer new teachers are entering the profession.



Current State of the Teaching Profession

- In 2023-24, about 14.4 % of teachers taught out-of-field (outside their certified area) and 16.1 % were inexperienced
- 41% of new teachers will leave the profession within five years
- 89% of Texas teachers who work a second job do so during the school year
- 53% of teachers currently work at least 60 hours per week with 19% working over 70 hours per week.



Our Future as Educators

Teacher	LEA Size	Total Teachers 2019-20	Number of Teachers who exited by 2020-21	Pct. of Teachers who exited by 2020-21	Total Teachers 2020-21	Number of Teachers who exited by 2021-22	Pct. of Teachers who exited by 2021-22	Total Teachers 2021-22	Number of Teachers who exited by 2022-23	Pct. of Teachers who exited by 2022-23	Total Teachers 2022-23	Number of Teachers who exited by 2023-24	Pct. of Teachers who exited by 2023-24	Total Teachers 2023-24	Number of Teachers who exited by 2024-25	Pct. of Teachers who exited by 2024-25
Post First-year Teachers	50,000 and over	91,466	11,686	12.78%	86,353	13,768	15.94%	77,618	15,576	20.07%	75,749	12,761	16.85%	73,327	12,930	17.63%
	25,000 to 49,999	69,283	8,596	12.41%	74,131	10,731	14.48%	78,125	14,614	18.71%	77,422	12,846	16.59%	77,728	12,228	15.73%
	10,000 to 24,999	55,230	7,121	12.89%	55,339	9,021	16.30%	58,865	11,646	19.78%	57,554	10,436	18.13%	59,181	10,155	17.16%
	5,000 to 9,999	29,187	4,456	15.27%	31,254	5,681	18.18%	30,323	6,842	22.56%	30,846	5,953	19.30%	31,282	5,775	18.46%
	3,000 to 4,999	20,662	3,174	15.36%	20,572	3,979	19.34%	19,630	4,330	22.06%	19,320	3,680	19.05%	18,376	3,661	19.92%
	1,600 to 2,999	17,251	2,841	16.47%	17,358	3,596	20.72%	17,027	3,865	22.70%	16,266	3,279	20.16%	15,856	3,220	20.31%
	1,000 to 1,599	12,085	2,008	16.62%	12,410	2,440	19.66%	11,948	2,708	22.66%	11,674	2,403	20.58%	11,776	2,516	21.37%
	500 to 999	11,412	1,839	16.11%	11,640	2,282	19.60%	11,311	2,567	22.69%	11,050	2,256	20.42%	10,817	2,316	21.41%
	Under 500	7,417	1,299	17.51%	7,950	1,687	21.22%	7,675	1,896	24.70%	7,544	1,746	23.14%	7,370	1,782	24.18%
	All Districts	313,993	43,020	13.70%	317,007	53,185	16.78%	312,522	64,044	20.49%	307,425	55,360	18.01%	305,713	54,583	17.85%
First-year Teachers	50,000 and over	6,541	930	14.22%	5,500	1,026	18.65%	6,335	1,582	24.97%	5,350	1,058	19.78%	4,676	932	19.93%
	25,000 to 49,999	4,649	721	15.51%	4,193	737	17.58%	5,811	1,329	22.87%	4,912	1,003	20.42%	4,484	801	17.86%
	10,000 to 24,999	3,838	586	15.27%	3,367	631	18.74%	4,632	1,163	25.11%	4,066	900	22.13%	3,700	695	18.78%
	5,000 to 9,999	2,221	448	20.17%	1,943	451	23.21%	2,472	695	28.11%	2,145	494	23.03%	1,943	437	22.49%
	3,000 to 4,999	1,395	256	18.35%	1,246	275	22.07%	1,477	385	26.07%	1,253	272	21.71%	1,038	238	22.93%
	1,600 to 2,999	1,184	291	24.58%	1,058	284	26.84%	1,324	423	31.95%	987	274	27.76%	846	194	22.93%
	1,000 to 1,599	799	209	26.16%	724	232	32.04%	859	282	32.83%	588	152	25.85%	524	133	25.38%
	500 to 999	650	148	22.77%	524	161	30.73%	669	235	35.13%	477	122	25.58%	482	148	30.71%
	Under 500	396	100	25.25%	415	125	30.12%	466	163	34.98%	348	114	32.76%	280	86	30.71%
	All Districts	21,673	3,689	17.02%	18,970	3,922	20.67%	24,045	6,257	26.02%	20,126	4,389	21.81%	17,973	3,664	20.39%

Our Future as Educators

Teacher	LEA Size	Total Teachers 2019-20	Number of Teachers who exited by 2020-21	Pct. of Teachers who exited by 2020-21	Total Teachers 2020-21	Number of Teachers who exited by 2021-22	Pct. of Teachers who exited by 2021-22	Total Teachers 2021-22	Number of Teachers who exited by 2022-23	Pct. of Teachers who exited by 2022-23	Total Teachers 2022-23	Number of Teachers who exited by 2023-24	Pct. of Teachers who exited by 2023-24	Total Teachers 2023-24	Number of Teachers who exited by 2024-25	Pct. of Teachers who exited by 2024-25
All Certified Teachers	50,000 and over	98,007	12,616	12.87%	91,853	14,794	16.11%	83,953	17,158	20.44%	81,099	13,819	17.04%	78,003	13,862	17.77%
	25,000 to 49,999	73,932	9,317	12.60%	78,324	11,468	14.64%	83,936	15,943	18.99%	82,334	13,849	16.82%	82,212	13,029	15.85%
	10,000 to 24,999	59,068	7,707	13.05%	58,706	9,652	16.44%	63,497	12,809	20.17%	61,620	11,336	18.40%	62,881	10,850	17.25%
	5,000 to 9,999	31,408	4,904	15.61%	33,197	6,132	18.47%	32,795	7,537	22.98%	32,991	6,447	19.54%	33,225	6,212	18.70%
	3,000 to 4,999	22,057	3,430	15.55%	21,818	4,254	19.50%	21,107	4,715	22.34%	20,573	3,952	19.21%	19,414	3,899	20.08%
	1,600 to 2,999	18,435	3,132	16.99%	18,416	3,880	21.07%	18,351	4,288	23.37%	17,253	3,553	20.59%	16,702	3,414	20.44%
	1,000 to 1,599	12,884	2,217	17.21%	13,134	2,672	20.34%	12,807	2,990	23.35%	12,262	2,555	20.84%	12,300	2,649	21.54%
	500 to 999	12,062	1,987	16.47%	12,164	2,443	20.08%	11,980	2,802	23.39%	11,527	2,378	20.63%	11,299	2,464	21.81%
	Under 500	7,813	1,399	17.91%	8,365	1,812	21.66%	8,141	2,059	25.29%	7,892	1,860	23.57%	7,650	1,868	24.42%
	All Districts	335,666	46,709	13.92%	335,977	57,107	17.00%	336,567	70,301	20.89%	327,551	59,749	18.24%	323,686	58,247	17.99%



Slidell ISD

Teacher Turnover % Based on PEIMS TAPR Report	District	State
2024 - 2025	8.2%	18.8%
2023-2024	0%	19.1%
2022-2023	12.9%	21.4%
2021-2022	5.7%	17.7%
2020-2021	no data	no data
2019-2020	17.3%	16.8%



Slidell ISD

2025-2026 school year

- For the 2024 - 2025 school year we had 2 classroom teachers leave midyear for better financial reasons
- Going into the summer to hire for the 2025-2026 school year, we had 14 staff members resign from our district. (18.6% turnover)
 - 9 of the 14 were classroom teachers (64.3%)
- For the 2025-2026 school year, we have already had 3 staff members resign midyear for better financial and health reasons.
- We are finally fully staffed in the teacher department as of Jan. 5th.



Average Applicant Pool

- 9 postings received 4 or less applicants - TOTAL
 - 4 of these only had 2 or 1 applicant
- 5 postings received 7 or less applicants - TOTAL
- Several of the applicants overlap postings as they applied for more than one open position.



Schools Across Texas

- A study by the University of Houston Education Research Center states that in 2025, over 100 districts in Texas have adopted a 4 day school week calendar for the 2024-2025 school year.
- Mondays vs Fridays
- Fall Break
- Start and Stop Times
 - Typical Start Time: 7:40 a.m. – 7:50 a.m.
 - Typical End Time: 3:55 p.m. – 4:10 p.m.

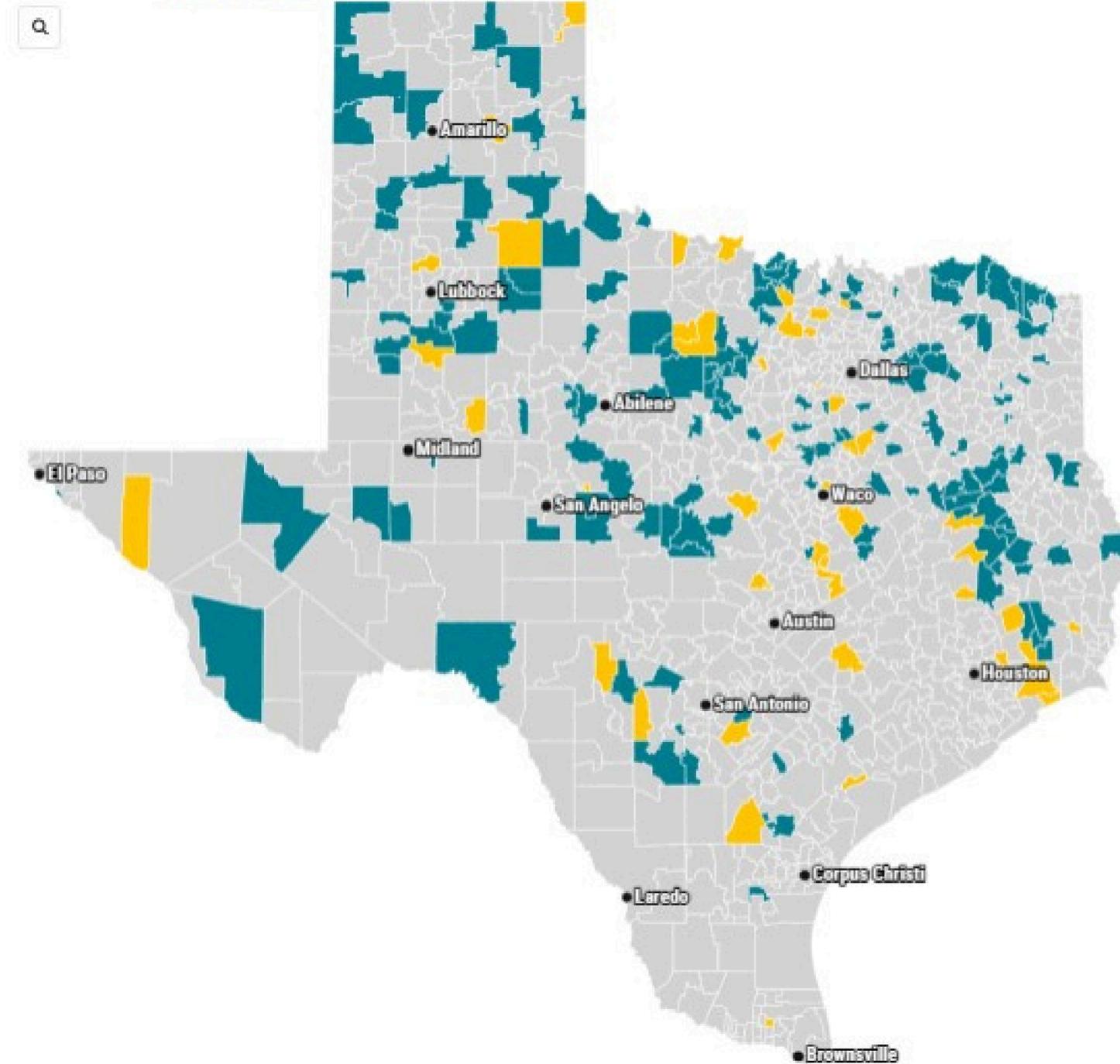


Schools Across Texas

School Districts with Four-Day Weeks

As of September 2025

Five-Day Week **Four-Day Week** Hybrid



Source: KXAN, Texas Classroom Teachers Association, Texas Education Agency, University of Houston Education Research Center
Map created by Christopher Adams, KXAN

kxan



Schools Across North Texas

District	Year Began	Size	Day Off
Anna ISD	2023-2024	5A	Fridays
Boles ISD	2021-2022	2A	Mondays
Chico ISD	2022-2023	2A	Fridays
Collinsville ISD	2025-2026	2A	Fridays
Community ISD (and fall break 26-27)	2023-2024	4A	Fridays



Schools Across North Texas

District	Year Began	Size	Day Off
Decatur ISD	2025-2026	4A	Fridays
Farmersville ISD	2020-2021	4A	Mondays
Gainesville ISD	2023-2024	4A	Most Mondays
Gordon ISD	2019-2020	1A	Fridays
Gorman ISD	2022-2023	1A	Fridays



Schools Across North Texas

District	Year Began	Size	Day Off
Graford ISD	2022-2023	2A	Fridays
Gunter ISD	2025-2026	3A	Fridays
Lone Oak ISD	2023-2024	3A	Fridays
Merkel ISD	2022-2023	3A	Mondays
Mineral Wells ISD	2022-2023	4A	Fridays



Schools Across North Texas

District	Year Began	Size	Day Off
Montague ISD	2022-2023	K-8	Fridays
Moran ISD	2022-2023	1A	Fridays
Palo Pinto ISD	2022-2023	K-6	Fridays
Perrin-Whitt CISD	2022-2023	1A	Fridays
Petrolia CISD	2021-2022	2A	Most Mondays



Schools Across North Texas

District	Year Began	Size	Day Off
Prairie Valley ISD	2021-2022	1A	Flex Mondays
Quinlan ISD	2022-2023	4A	Fridays
Sanger ISD	2024-2025	4A	Fridays
Three Way ISD	2023-2024	1A	Fridays
Tioga ISD	2022-2023	2A	Mondays
Woodson ISD	2019-2020	1A	Fridays



Slidell ISD Student Absences

Month	Mondays	Fridays
August 2025	30	55
September 2025	29	74
October 2025	48	104
November 2025	60	74
December 2025	70	47
January 2026	29	59

2025 - 2026

Totals

Mondays - 266

Fridays - 413



Slidell ISD Substitutes

Month	Mondays	Fridays
August 2025	1	5
September 2025	7	13
October 2025	14	18
November 2025	19	17
December 2025	7	13
January 2026	1	10

2025 - 2026

Totals

Mondays - 49

Fridays - 76



Slidell ISD Staff Absences

Month	Mondays	Fridays
August 2025	6	9
September 2025	15	16
October 2025	22	25
November 2025	14	27
December 2025	13	27
January 2026	15	6

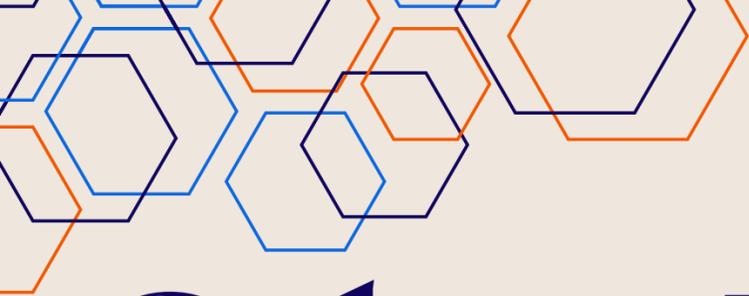
2025 - 2026

Totals

Mondays - 85

Fridays - 110





Other District's Data

- A variation of 3% was used to account for mitigating factors such as emergent bilingual status, special education populations, etc.
 - For example, Athens' Reading Masters level declined 6% from 2022 to 2023; therefore it is colored red
- Math scores
 - Have dropped across the state since COVID
 - STAAR Redesign implemented in 2023
- A baseline year (2019) of scores were added to give you a frame of reference before the district began a 4-day instructional week



Other District's Data

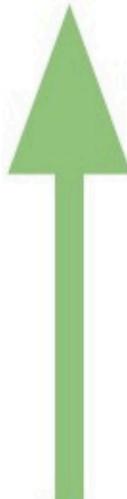
Overall District Academic Growth		ALL READING			ALL MATH			Outcome
 Athens ISD Started in 2019-2020	Spring of	Approaches	Meets	Masters	Approaches	Meets	Masters	
	2019	69	40	13	79	44	20	
	COVID 2020							
	*2021	66	37	13	65	35	15	
	2022	70	47	22	67	37	17	
	2023	74	47	16	70	36	16	

Overall District Academic Growth		ALL READING			ALL MATH			Outcome
 Farmersville ISD Started in 2020-2021	Spring of	Approaches	Meets	Masters	Approaches	Meets	Masters	
	2019	83	57	23	88	56	22	
	COVID 2020							
	*2021	78	50	19	76	39	15	
	2022	83	62	29	77	42	16	
	2023	83	63	21	79	43	13	



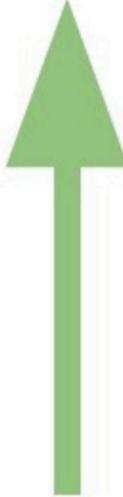
Other District's Data

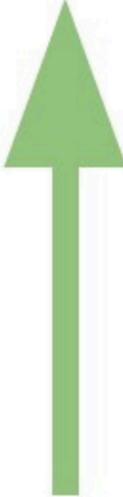
Overall District Academic Growth		ALL READING			ALL MATH			Outcome
 Liberty ISD Started in 2021-2022	Spring of	Approaches	Meets	Masters	Approaches	Meets	Masters	
	2019	73	42	16	76	42	18	
	COVID 2020							
	2021	71	44	16	70	35	13	
	*2022	74	49	20	72	36	14	
	2023	75	47	14	72	37	10	

Overall District Academic Growth		ALL READING			ALL MATH			Outcome
 Merkel ISD Started in 2021-2022	Spring of	Approaches	Meets	Masters	Approaches	Meets	Masters	
	2019	68	42	13	81	45	20	
	COVID 2020							
	2021	67	43	14	72	39	17	
	*2022	70	46	19	66	34	13	
	2023	76	48	15	71	38	13	



Other District's Data

Overall District Academic Growth		ALL READING			ALL MATH			Outcome
 Mineral Wells ISD Started in 2022-2023	Spring of	Approaches	Meets	Masters	Approaches	Meets	Masters	
	2019	65	36	11	76	40	17	
	COVID 2020							
	2021	61	33	10	63	31	11	
	2022	69	42	16	68	35	14	
	*2023	70	41	12	70	39	14	

Overall District Academic Growth		ALL READING			ALL MATH			Outcome
 New Boston ISD Started in 2022-2023	Spring of	Approaches	Meets	Masters	Approaches	Meets	Masters	
	2019	62	26	6	75	32	13	
	COVID 2020							
	2021	46	23	10	64	34	14	
	2022	71	46	19	67	36	15	
	*2023	74	48	15	73	41	16	



Other District's Data

Overall District Academic Growth		ALL READING			ALL MATH			Outcome
 Quinlan ISD Started in 2021-2022	Spring of	Approaches	Meets	Masters	Approaches	Meets	Masters	
	2019	65	36	12	73	38	15	
	COVID 2020							
	2021	61	37	13	57	28	10	
	*2022	69	44	20	63	29	12	
	2023	68	40	11	69	32	11	

Overall District Academic Growth		ALL READING			ALL MATH			Outcome
 Tioga ISD Started in 2022-2023	Spring of	Approaches	Meets	Masters	Approaches	Meets	Masters	
	2019	87	55	25	90	57	25	
	COVID 2020							
	2021	80	52	21	78	44	17	
	2022	85	61	26	83	48	22	
	*2023	87	58	17	81	45	11	

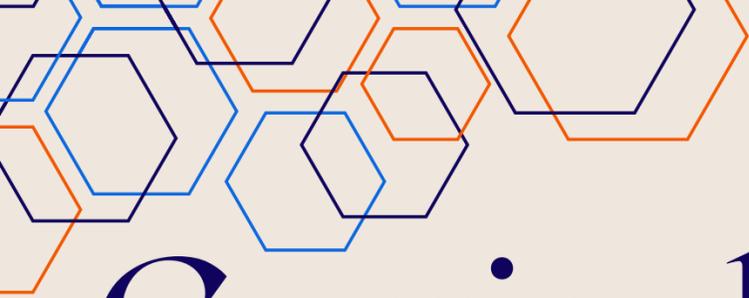




Potential Benefits



- Teacher retention and recruitment: Attract quality teachers and compete with larger districts with higher pay or local districts that offer a 4-Day week
 - Increased employability for all departments
 - Schedule flexibility: Extended planning time and/or professional development one Monday/Friday a month
 - Travel to extracurricular activities on Fridays (if day is chosen) does not impact instruction or attendance
 - Reduce substitutes
 - Possible increase in student and staff attendance
 - Possible increase in student and staff morale
 - Improved employee wellness and work-life balance
 - Decrease the wear and tear on the bus fleet
- 



Curriculum and Instruction

- Extended Planning Time
- Professional Development Opportunities
- Flexibility and Creativity
- Curriculum and instruction will not be negatively affected since curriculum resources used by the district are designed based on minutes. Specifically our Math curriculum
- Instructional minutes (class time) in each content area may be extended
- Elementary teachers will provide multiple opportunities within each class for varying instructional delivery - engagement strategies such as movement and discourse
- Teachers will continue to provide “brain breaks” and possibly explore more recess time so students can maintain focus and stamina for maximized student learning.
- Slidell ISD ensures the TEKS will be covered thoroughly in the 4-day school week



Special Education

- A 4-day week will not change Individual Education Program (IEP) services provided to students
- Student's that attend CLC in Bridgeport will follow their calendar and transportation will be provided accordingly.
- Parents of students with Individual Education Programs (IEPs) will be contacted to discuss any changes to the student's schedule





Plan to Measure Success



- An increase in highly qualified applicants per open position.
- No learning loss on STAAR assessments.
- Employee attendance rates improve.
- Employee retention rates improve.
- Student attendance rates improve.



Next Steps

- Mrs. Stevens will present to the board the town hall questions/feedback/concerns.
- Mrs. Stevens will present to the DEIC the town hall questions/feedback/concerns.
- The DEIC will discuss and determine continuing to move forward with 4 day option, to continue with 5 day option only, or a combination of the two.
- A final survey will be sent to all stakeholders for one last opportunity to provide input.
- The DEIC will meet to finalize calendar proposal options to the board.
- The board will vote, and Slidell administration will push 2026-2027 calendar out to the community.

